



State of California

21st Century Project



Welcome to the 21st Century Project

March 2005



What is the 21st Century Project?

The 21st Century Project is a collaborative effort to improve and replace the State's outdated Human Resource systems with new technology, improved and automated human resource/payroll business processes and enhanced access of information to owners.



Why Change?

Significant Risk of System Failure

- *Current system is 30 years old*
- *Maintenance is increasingly difficult, costly and time-consuming*
- *Impending retirement of existing business and technical workforce*

Limited Capabilities

- *Lack of administrative functions for the 5th largest economy in the world*
- *Limited flexibility to accommodate bargaining negotiations and to deal with legislation*
- *Report capabilities are limited and require technical expertise to develop and understand*
- *Minimal automated employee services*



Why Change?

(Continued)

Reducing cost of government

- *Improved business practices*
- *Greater efficiencies in processing*
- *Savings*
 - *Within SCO*
 - *State Departments*
- *Potential \$15 million savings/avoidance annually when full system is available*



Project Support

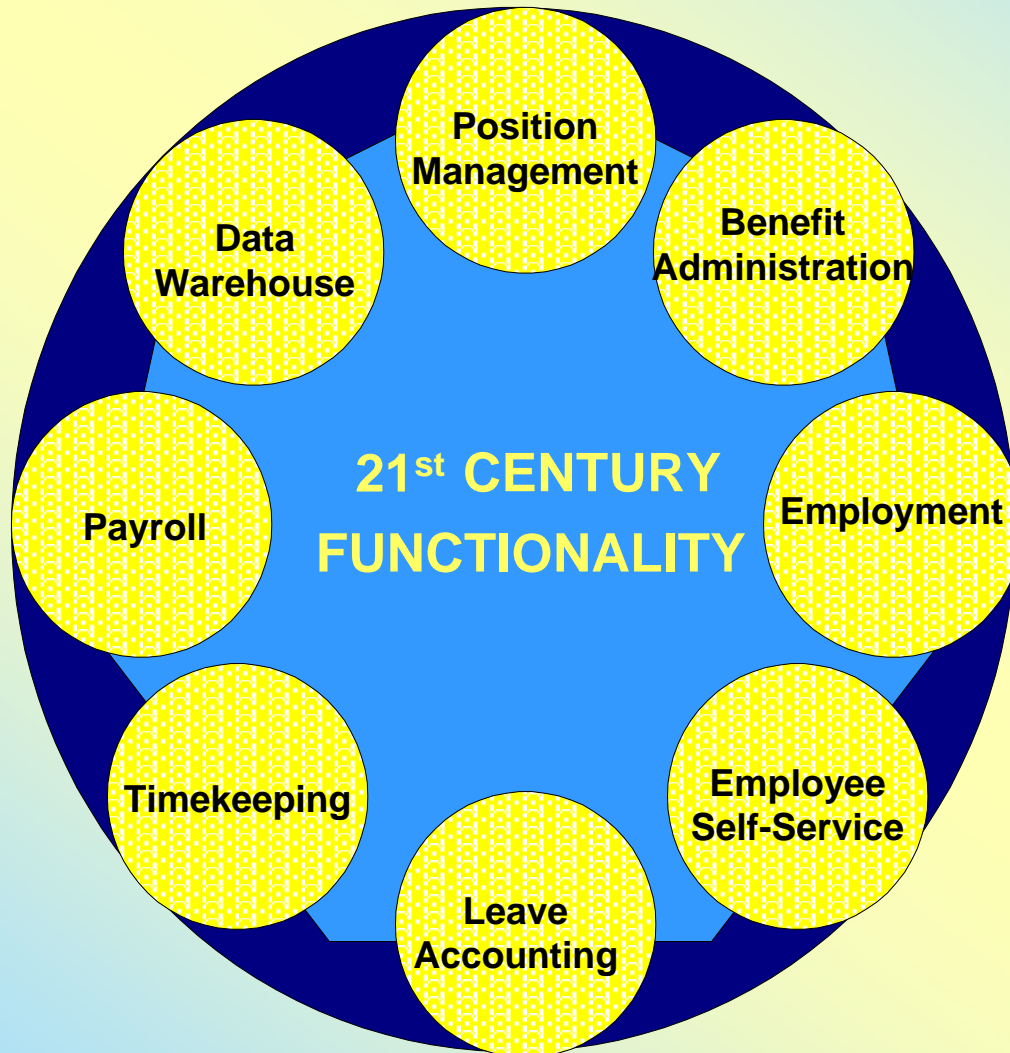
- *Supported by the Governor and State Controller*
- *Approved by Department of Finance & Legislature*
- *Key business partners*
 - *Department of Personnel Administration*
 - *State Personnel Board*
 - *California State Universities Chancellor's Office*
 - *Judicial Council*
 - *Teale Data Center*
- *Supported by state departments*



Project Overview



Core Business Functionality





Improved Business Processes and Services

- *Internet & IVR accessible – Department HR offices, managers, supervisors, and employees*
- *Electronic workflow processing & approvals*
- *Point & click drop-down menus*
- *High level of security*
- *Employee ID separate from employee SSN*
- *Flexible administration*
- *Single entry point & fully integrated*



Employee Self-Service

- *Internet and IVR based*
- *Security based*
- *Functions*
 - *Employee maintenance*
 - *Home Address*
 - *Tax Exemptions*
 - *Benefits*
 - *Direct Deposit*
 - *Savings Bonds*
 - *Earnings Statements*
 - *W-2s*



Functionality Not Currently Included:

- *Financials*
- *Claim payments*
- *Recruitment*
- *Safety and Incident Tracking*
- *Labor Cost Distribution*
- *Case Management*
- *Skills Management*
- *Performance Management*
- *Examination and Certification*
- *Budgets, except for Position Management*



Working and Communicating with Stakeholders

- *Ongoing department stakeholder meetings*
- *Business Case Benefits and Focus Group Studies*
- *21st Century Project Web Site information*
- *Stakeholder distribution lists for “News Letter” updates*
- *Technical surveys*
- *Meetings with Labor Relations and Union representatives*
- *Discussions with Central agencies and business partners*
- *Established department liaison contacts*
- *Discussions with program administration departments*



Project Funding



Challenge



In this tough budget time we know:

- *Project costs must be minimized*
- *Minimize immediate impact to General Fund*
- *Amortize project costs*



Funding Strategy



- *Defer General Fund expenses for at least first 36 months*
- *General Fund support for project occurs after Special and Federal Funds have started paying their 50% of project costs*
- *Paying for project would be amortized over eight (8) years*

Fiscal Year	2003-2004	2004-2005	2005-2006	2006-2007	2007-2008	2008-2009	2009-2010	2010-2011
General Fund	N	N	N	Y	Y	Y	Y	Y
Redirection	Y	Y	Y	Y	Y	Y	Y	N
Reimbursements	Y	Y	Y	Y	Y	Y	N	N
Federal Funds	N	Y	Y	Y	Y	Y	N	N
Special Funds	N	Y	Y	Y	Y	Y	N	N



Procurement



Procurement Plan

- *Split Procurement - Competition & selection of best products & services for the state*
 - *Software*
 - *Five qualified bidders*
 - *Two final proposals submitted*
 - *System Integrator*
 - *Project Management*
 - *Conversion*
 - *Software Configuration*
 - *Department Interfaces*
- *PO/IV&V*
 - *Six Qualified Bidders*
 - *Four Final Proposals Submitted*



Project Timeline



Project Timeline

- *Release Software RFP* *May 2004*
- *Software Vendor Selection* *April 2005*
- *Release System Integrator RFP* *June 2005*
- *Select System Integrator* *December 2005 (estimate)*
- *Sign Software and System Integrator Contracts* *Winter 2006 (estimate)*
- *Start System Design* *Winter 2006 (estimate)*
- *Start Rollout of First Phase
Employment/Payroll/Employee Self-Service* *Summer 2007 (estimate)*
- *Start Rollout of Second Phase
Position Management* *Summer 2008 (estimate)*
- *Start Rollout of Third Phase
Timekeeping/Leave Accounting* *Summer 2009 (estimate)*



Technology



System's Technology Architecture

- *Software bidders required to propose architecture and platforms*
- *21st Century solution built on a Multi-Tier Architecture*
 - *Utilizing IBM's - AIX Operating System*
 - *Architecture Based on Industry Standards (HTML, XML, J2EE)*
 - *Operating on IBM's scalable P series servers*
 - *IBM's DB2 relational database*
 - *Hosted at the Teale Data Center*



System's Application Architecture

- *Open Architecture*
 - *Application compliance to open standards with no reliance on proprietary extensions.*
 - *Application Certified to operate on numerous platforms providing the state the flexibility to take advantage of future technology advancements*
 - *Single integrated database with an active XML defined metadata repository*
- *Presentation Services*
 - *Individually customizable Portal*
 - *Drill down capabilities within the Presentation Services enables users to click on a data item and instantly access all related information for which they are authorized*



Advancements

- *Access for every employee*
 - *24/7 Access for employee self service*
 - *Provides employees web browser access using their personal Internet provider*
- *User-friendly interface*
 - *Same look and feel of Windows and browser based applications*
 - *Drill down capabilities within the presentation services enable users to instantly access additional related information*
- *Flexible Solution*
 - *Scalable - Capable of being changed in size and configuration*
 - *Portable to different technology platforms*



What's Next

- *Select software vendor*
- *Release System Integrator Request for Qualifying Information*
- *Release System Integrator Request for Proposal*
- *Select System Integrator*
- *Start system design and development*
- *Utilize best practices to avoid software customization*



Future Activities Key Challenges

Change Management

- *Clearly understand business needs*
- *Improve and change business practices*
- *Address labor issues*
- *Communicate change to stakeholders*
- *Prepare for implementation*
- *Support implementation and conversion*
- *Communications, communications & more communications*



Questions?

For information about the 21st Century Project and a description of each new function please refer to the State Controller's Office Web site at:

WWW.SCO.CA.GOV

Click on the home page link to the 21st Century Web site

Questions or comments can be email to:

21stCentury@sco.ca.gov